

Meeting materials, presenter statements, and resources are located at:

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WBL2016**



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Strengthening Work-based Learning in Education and Transition to Careers

July 26-27, 2016

Baltimore, Maryland

United States of America



Welcome

Johan Uvin

Deputy Assistant Secretary,
Delegated Duties of the Assistant Secretary
Office of Career, Technical, & Adult Education
U.S. Department of Education



Dequan Wilkins

Urban Alliance Intern



Welcome



Kim Hunter Reed
Deputy Under Secretary
U.S. Department of Education

Portia Wu
Assistant Secretary
Employment and Training
Administration
U.S. Department of Labor



Welcome



Lt. Governor
Boyd K. Rutherford
State of Maryland



Welcome

Simon Field

Senior Analyst, Directorate for
Education and Skills, OECD



Workshop Overview

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Special thanks to...



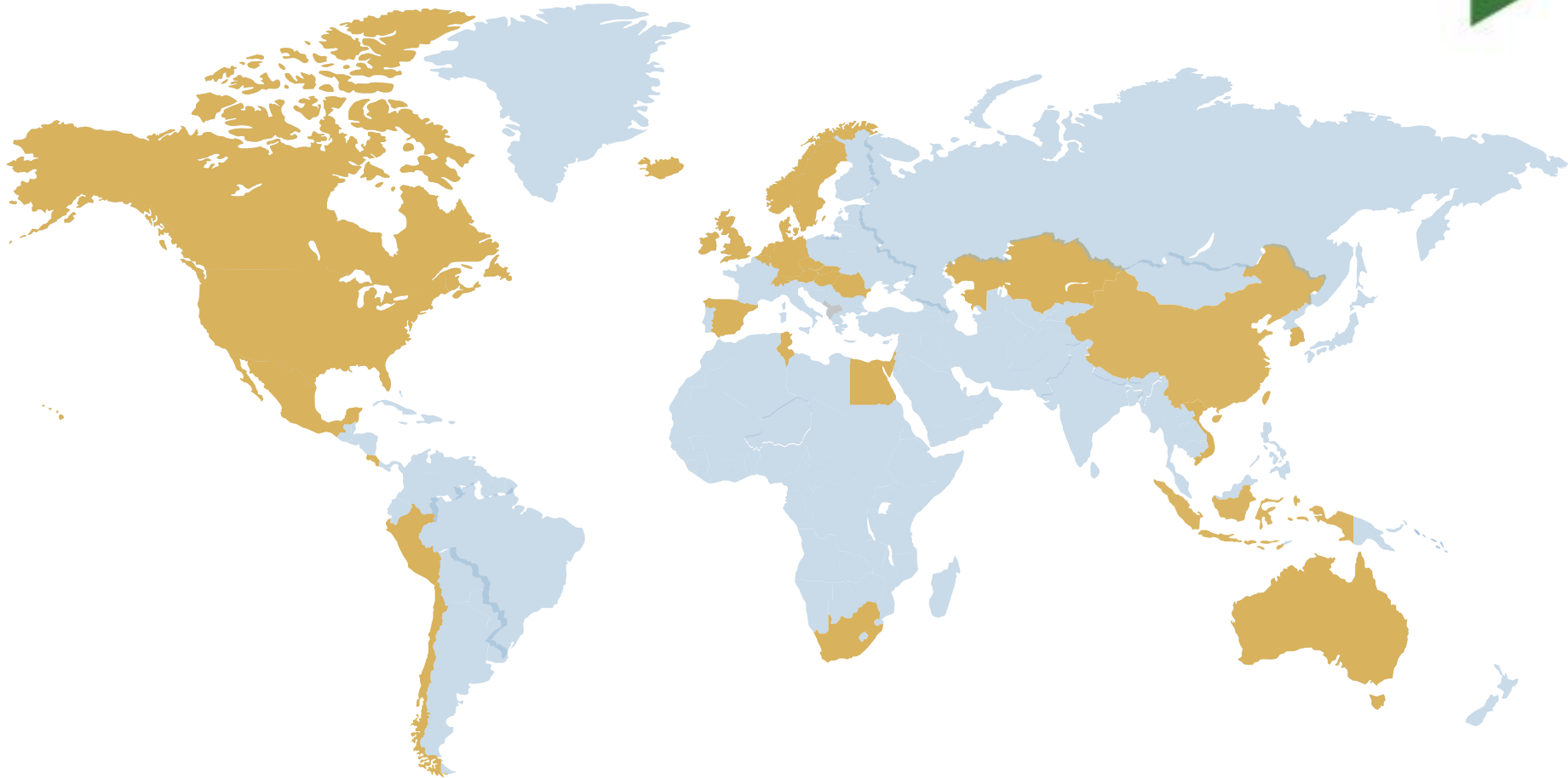
Project Overview

Organisation for Economic
Co-operation and
Development (OECD)
Work-based Learning Study

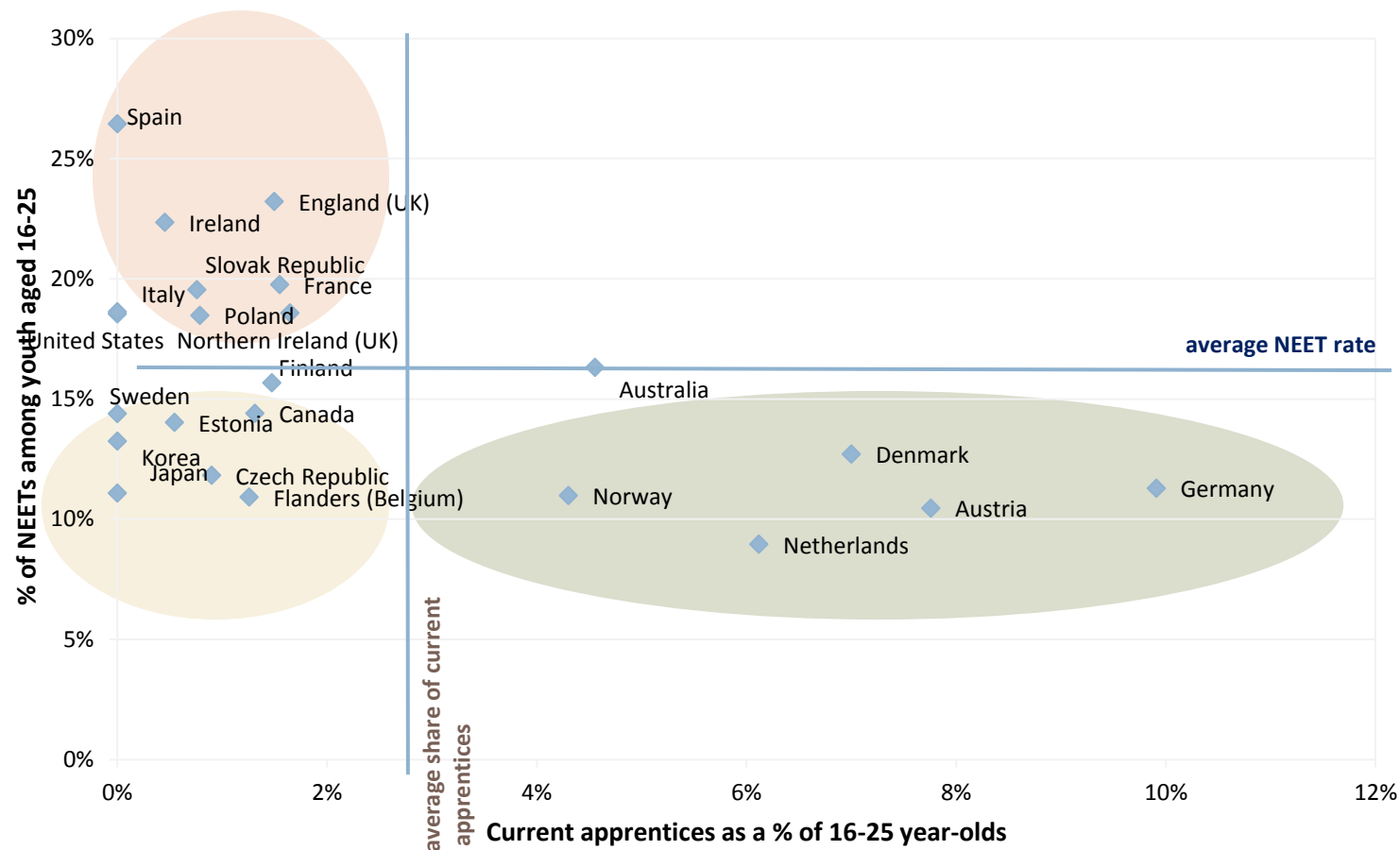
Presenters:

Viktória Kis and Malgorzata Kuczera





NEET rates and how common are apprenticeships among 16-25 year-olds



Source: Kuczera (forthcoming) based on data from the OECD Survey of Adult Skills (2012)

■ Work-based learning in CTE/VET:

- Focus on six topics



School-to-work
transition

Career guidance
and information

Costs and
benefits

Incentives

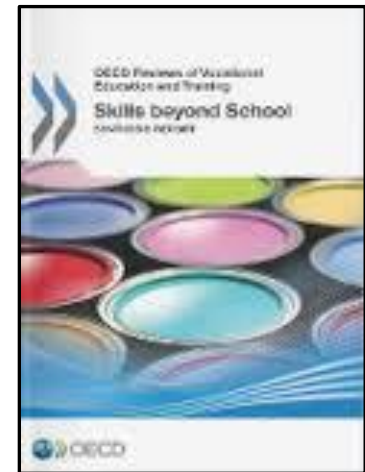
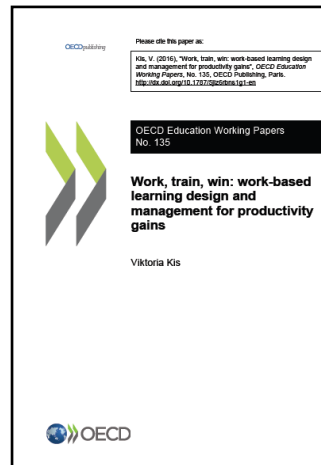
Productivity

Assessing skills



Work-based learning in CTE/VET

- Analytical work - Workshop – Six reports on specific topics – Synthesis report



2015

2016

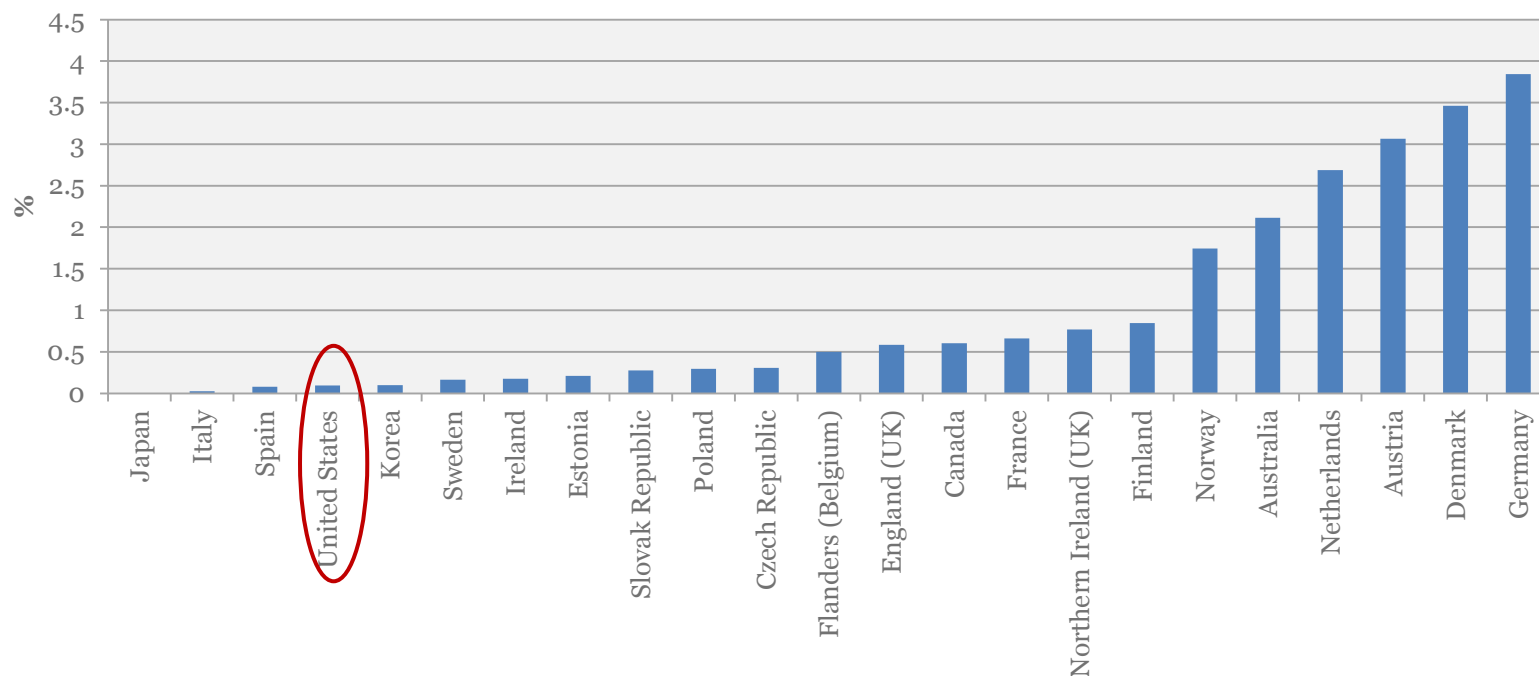
2017



Costs and Benefits of apprenticeship

There are large differences in the use of apprenticeship across countries

Current apprentices as a share of adult population 16-40 year-olds (2012)



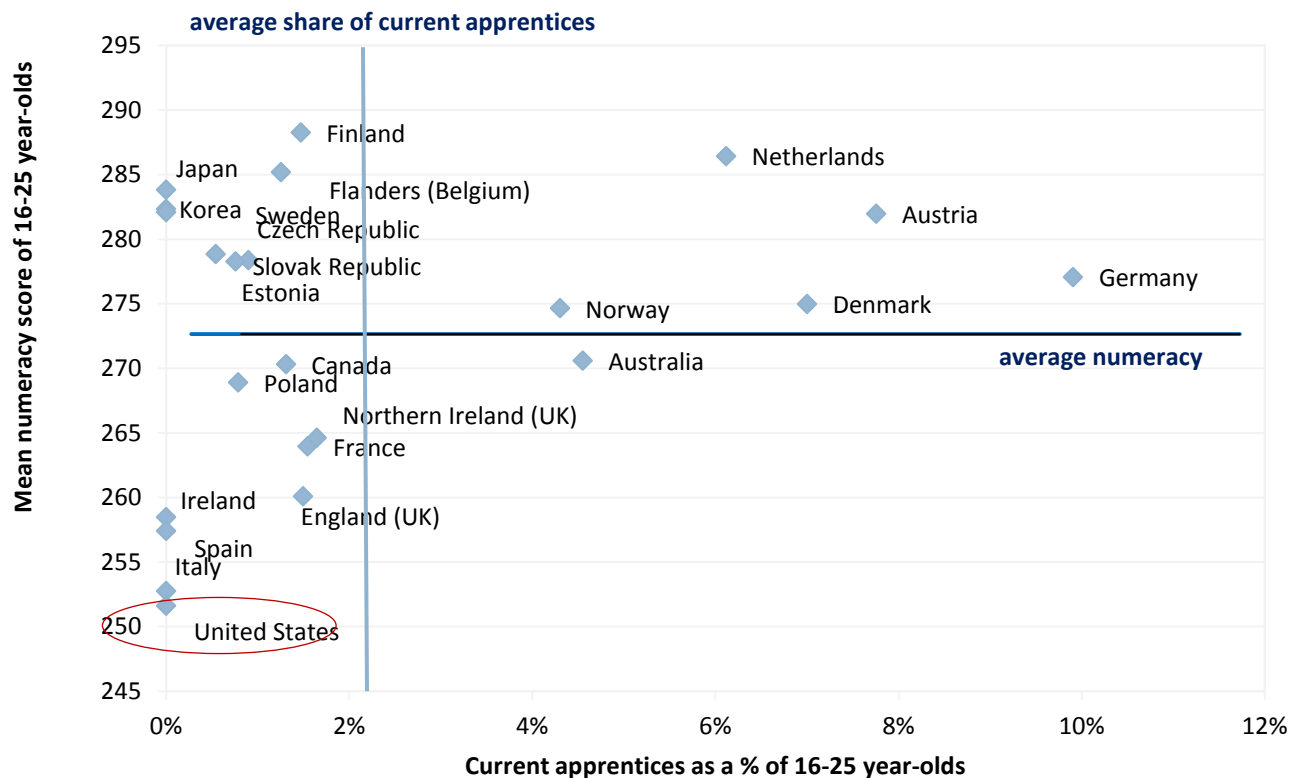
Note: In Japan, Italy, Spain, the United States, Korea, Sweden and Ireland the estimated share of current apprentices is not significantly different from zero. Apprentices are defined as currently studying in upper secondary education or short postsecondary programmes and defining themselves as apprentices or holding an apprentice contract.

Source: Survey of Adult Skills 2012 (author's calculations)



Costs and Benefits of apprenticeship

How do countries with apprenticeship perform on basic skills?



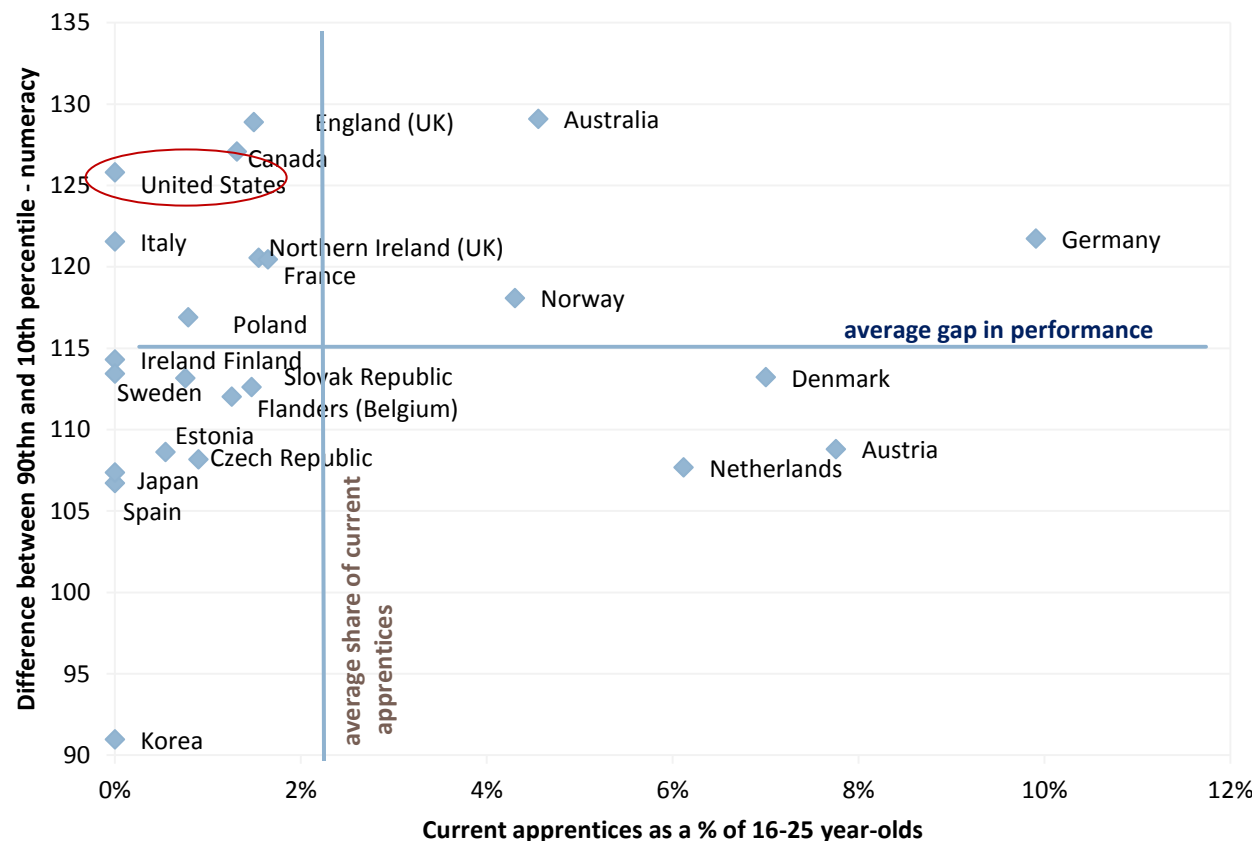
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Source: The Survey of Adult Skills (2012) (author's calculations).



Costs and Benefits of apprenticeship

How do countries with apprenticeship perform on equity?



Note: In Japan, Italy, Spain, the United States, Korea, Sweden and Ireland the estimated share of current apprentices is not significantly different from zero.

Source: The Survey of Adult Skills (2012) (author's calculations).



Costs and Benefits of apprenticeship



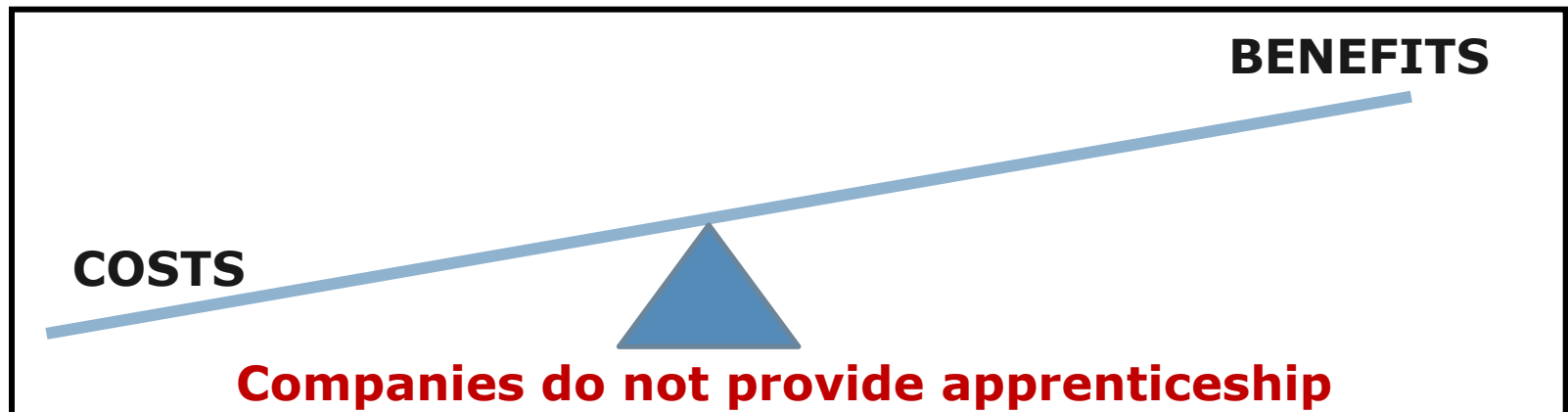
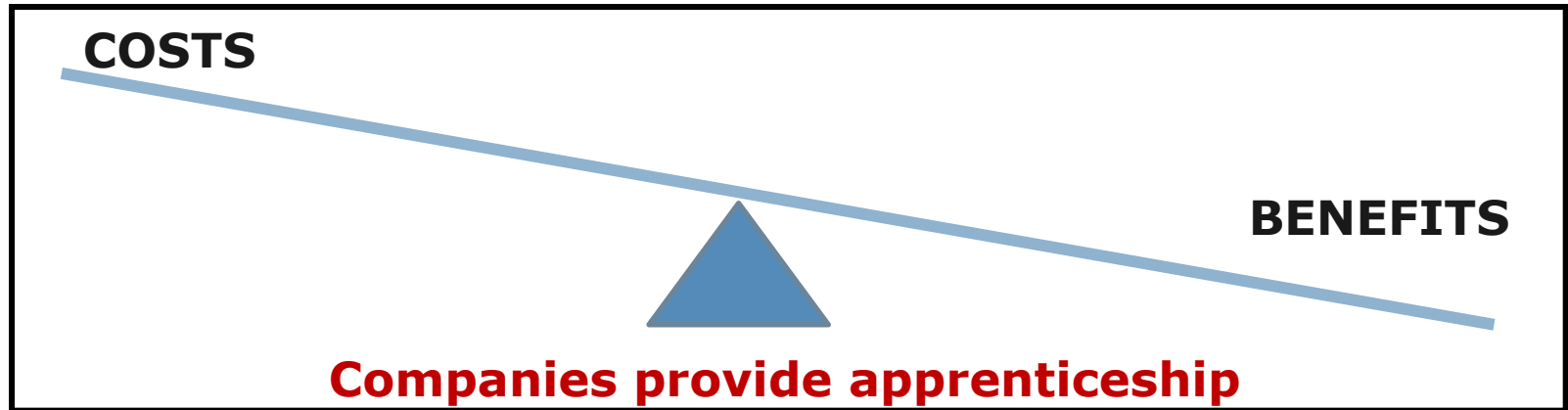
Basic principles of costs and benefits



What is the impact of different elements of apprenticeship design on the costs and benefits from apprenticeship to employers and apprentices?

Costs and Benefits of apprenticeship

Basic principles



Costs and Benefits of apprenticeship



Basic principles

Apprentice pay and other related expenditure (e.g. reimbursement of travel costs, social security benefits)

Time and salary of work-based instructors

Tools and equipment used by apprentices

Administrative costs

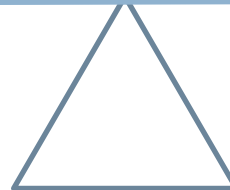
The *productive* contribution of apprentices to the employer's productive work

Recruitment of the most productive apprentice graduates

Companies that offer apprenticeships enhance their *reputation* as companies investing in people

COSTS

BENEFITS



Costs and Benefits of apprenticeship

What is the impact of different elements of apprenticeship design on costs and benefits to employers and apprentices?

Duration of the programme

Duration of the work placement with the company

Content and organisation of the work placement

Apprentice wage

Training and management skills of instructors



Costs and Benefits of apprenticeship

	Duration of the programme including off-the-job period and work placement with the company	Time with the company as a % of the total programme duration	Content of the work placement (time spent in productive vs non –productive tasks)	Does company have designated staff to train apprentices?	What is the apprentice wage?	Who are apprentices?
Norway	Mostly 4 years	50%; (last 2 years are spent with the company)	1 year of training 1 year of productive work	YES	20-80% of the skilled worker wage	Mainly young people with no or limited experience in the profession
Germany	3-3.5 years	Around 70%; (apprentices alternate periods in vocational school and in the company)	80% of the time with the company is spent on productive work and 20% on non-productive activities including training	YES	Around 40% of the skilled worker wage	Mainly young people with no or limited experience in the profession
England	Min 12 months (average 15 months in 2013/14)	Maximum 70%	Missing	Depends on the company	85% of apprentices are paid above the national min wage	Apprentices have to be employed. 2/3 of apprentices worked with the employer before starting the apprenticeship



www.oecd.org/education/vet



What the Research Tells Us

Moderator: Johan Uvin



What the Research Tells Us

Presenters:

Svetlana Darche

Maria Flynn

Viktória Kis

Robert I. Lerman

Demetra Nightingale



Reaction Panel from Abroad

International Guests

Moderator: Johan Uvin



Networking & Refreshment Break

Sponsored by:

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What the Trailblazers are Doing

State and local level system from U.S. and Abroad

Moderator: Mary Alice McCarthy



What the Trailblazers are Doing

Presenters:

- **Annie Blackledge**, Mockingbird Society, Washington State
- **Edison Freire**, School District of Philadelphia, Pennsylvania
- **Simon Marti**, Embassy of Switzerland
- **Brandon Spence**, South Carolina Technical College System
- **Bahiy Watson**, 1881 Institute of Technology, Louisiana



Youth Voices Panel

Vision of effective paths into
adulthood and careers

Moderator
John Ladd, Office of Apprenticeship
U.S. Department of Labor



Youth Voices Panel

Presenters:

- **Maalik Groves**, Computer Support Specialist at Urban Technology Project, Philadelphia, Pennsylvania
- **Shanelle Lockhart**, Graduate of Urban Technology Project & Information Technology Career and Technical Education (CTE) Teacher, School District of Philadelphia, Pennsylvania
- **Chloe Starcher**, Apprentice at JATC 24, Baltimore, Maryland
- **Dequan Wilkins**, Urban Alliance Intern



Site Visits to Work-based Learning Experiences

Blue -	A – Amy Firestone
Green -	B – Carol Aguirre
Yellow -	C – Laura Ginsburg
Orange -	D – Darian Perez
Purple -	E – Sherene Donaldson
Rose -	F – Jennifer Troke

<http://sites.ed.gov/octae/visits/>



Site Visit Schedule

Site 1	Fresh Start	Plumbers	1881 (at Hyatt)	Baltimore EJATC	Digital Harbor	IUOE
Site 2	Plumbers	Fresh Start	Baltimore EJATC	1881 (at Hyatt)	IUOE	Digital Harbor
Depart Hyatt	1:00pm	1:00 pm	NA	1:00 pm	1:00 pm	1:00 pm
Arrive Site 1	1:10pm	1:45 pm	1:10 pm	1:30 pm	1:10 pm	1:45 pm
Depart Site 1	2:10pm	2:45 pm	2:10 pm	2:30 pm	2:10 pm	2:45 pm
Arrive Site 2	2:55pm	3:30 pm	2:40 pm	3:00 pm	2:55 pm	3:30 pm
Depart Site 2	3:55pm	4:30 pm	3:40 pm	4:00 pm	3:55 pm	4:30 pm
Arrive Hyatt	4:40pm	4:40 pm	4:10 pm	NA	4:40 pm	4:40 pm

Lunch

Available for Purchase

Buses depart at 1:00 p.m.

